



AGAMIM
CLASSICAL
ACADEMY

Strategic Visioning

DOCTRINA. DUCENS. VIVENS.

TO LEARN. TO LEAD. TO LIVE.



STRATEGIC PRIORITIES:

1. INCREASE ANNUAL FUNDRAISING TO ACHIEVE 20% FUND BALANCE (MINIMUM OF \$1,000,000), THEN USE THIS TO EARN 5-YEAR CHARTER AUTHORIZATIONS AND FACILITATE LONG-TERM INVESTMENTS IN FACILITIES, STAFF, AND ENROLLMENT GROWTH.

FINANCE

We will achieve a 20% fund balance (\$1,000,000+) by:

1. 2022 - Raising \$100,000
 - a. Add back a second Kindergarten (13 sections K-8)
 - b. Add a second section in grade 2 and retain families (\$14,000)
 - c. Invest in staff retention through salary, benefits, and training
 - d. Increase Board Member giving to \$25,000 per year
 - e. Enroll two families - by each board member
 - f. Gain one major foundation grant of at least \$50,000
 - g. Budget for inflation (\$75,000)
 - h. Invest toward fund balance \$50,000 to total=\$600,000
2. 2023 - Raising \$150,000
 - a. Add third sections in Kindergarten and grade 1 (15 sections)
 - b. Sustain staff retention, board giving, enrollment, grants
 - c. Gain additional major foundation grant totaling at least \$100,000
 - d. Invest toward fund balance \$100,000 to total=\$700,000
3. 2024 - Raising \$150,000
 - a. Increase to 17 sections K-8
 - b. Sustain staff retention, board giving, enrollment, grants
 - c. Gain additional major foundation grant totaling at least \$150,000
 - d. Invest toward fund balance \$150,000 to total=\$ 850,000
4. 2025 - Raising \$150,000
 - a. Increase to 18 sections K-8
 - b. Sustain staff retention, board giving, enrollment, grants
 - c. Gain additional major foundation grant totaling at least \$200,000
 - d. Invest toward fund balance \$150,000 to total=\$1,000,000



STRATEGIC PRIORITIES:

2. RECRUIT ADDITIONAL ENROLLMENT ON A SUSTAINABLE PATH TO 375+ STUDENTS BY 2026.

FINANCE

We will get to **370** students in **2026** by driving enrollment and adding 3 kinder sections:

2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028 2028-2029	Future Goal 2029- 2030
K	K	K	K	K	K	K
K	K	K	K	K	K	K
1	1	1	1	1	1	1
	1	1	1	1	1	1
2	2	2	2	2	2	2
2	2	2	2	2	2	2
3	3	3	3	3	3	3
3		3	3	3	3	3
4	4	4	4	4	4	4
	4		4	4	4	4
5	5	5	5	5	5	5
5		5	5	5	5	5
6	6	6	6	6	6	6
	6		6	6	6	6
7	7	7	7	7	7	7
		7		7	7	7
8	8	8	8	8	8	8
			8	8	8	8
13 sections; 290 goal 3.5 rooms open	15 sections; 310 goal 1.5 rooms open	17 sections; 330 goal .5 rooms open	18 sections; 350 goal -.5 rooms	19 sections; 370 goal -1.5 rooms	20 sections; 390 goal -2.5 rooms	20 sections; 400 goal -2.5 room



FINANCE

When we achieve at least a 20% (\$1,000,000+) fund balance and an enrollment of **370**, we will:

1. Apply for a 5-Year Charter Renewal with NEO
2. Re-Charter with NEO for a K-12 Academy—adding the School of Rhetoric
3. Apply to MDE for permission to have a Second Site (*academic growth permitting)
4. Invest in our high talent staff by creating a more competitive and caring salary and benefits package



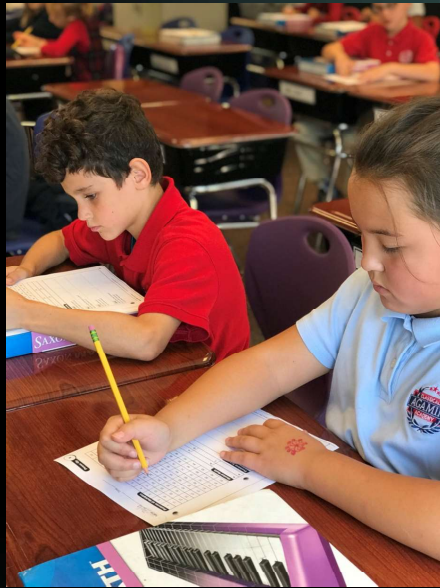
STRATEGIC PRIORITIES:

1. INVEST IN COACHING OF INSTRUCTIONAL SKILLS TO ATTRACT AND DEVELOP PASSIONATE CLASSICAL EDUCATORS WHO LEAD THE DELIVERY OF AGAMIM'S HIGH ACADEMIC AND CHARACTER STANDARDS—YEAR AFTER YEAR.

ACADEMIC

We will invest in coaching classical instructional excellence by:

1. Developing a daily classical instructional practice focused on measuring student learning to increase teacher efficacy
2. Creating a classical coaching and peer mentoring program
3. Extending skillful use of classical models and techniques to ALL departments and including paraprofessional staff to:
 - Ensure ALL lessons and instructional time, including 1-1, align with Agamim's classical framework
 - Include all learners in receiving the full benefits of the classical program
4. Creating regular outlets to recognize classical learning and achievement in our students and faculty and promoting this excellence in our wider community
5. Investing resources in Classical language instruction to transform outcomes from "some speaking proficiency" to most students speaking or translating with proficiency in Hebrew or Latin respectively, as measured by national benchmark assessments, by end of Grade 6.



STRATEGIC PRIORITIES:

2. INCREASE STUDENT ACHIEVEMENT ON THE MINNESOTA COMPREHENSIVE ASSESSMENTS (MCA-III) TO ENSURE ALL GRADE LEVELS ARE ACHIEVING AT LEAST 75% PROFICIENCY IN READING, MATH, AND SCIENCE.

**TO ACHIEVE A 5-YEAR RE-CHARTER, OUR STUDENTS MUST ACHIEVE AT LEAST 70%.

ACADEMIC

We will get to 75% minimum proficiency levels on the Reading, Math, **and** Science MCAs for grades 3-8 by achieving these annual goals:

- 2022: 55% proficiency
- 2023: 60% proficiency
- 2024: 65% proficiency
- 2025: 70% proficiency
- 2026: 75% proficiency

How:

1. Developing a quarterly, dually-aligned MN State Standards/Classical content assessment system in reading, math, and science for grades K-8 to measure whole school academic success on regular basis in preparation for MCAs
2. In parallel to Classical pedagogical skills for ALL, invest in MCA framework and pedagogy awareness and alignments across and between ALL teachers and paraprofessionals to ensure everyone is laser-focused on student academic growth and achievement for all learners



STRATEGIC PRIORITIES:

1. RAISE A DEDICATED EXTRACURRICULAR FUND TO SUSTAIN PROGRAMS THAT EMBODY CLASSICAL TRADITION AND SCHOOL VIRTUES WHILE HELPING TO ENHANCE STUDENT AND STAFF LIFE AT AGAMIM.

CULTURE

We will create a student and staff experience that is joyful, engaging, and academically enriching by developing first-rate:

1. Intramural Sports
2. Academic Clubs
3. Classical Oratory and Forensics
4. Arts and Sciences Festivals
5. Signature School Events focused on our pillars
6. Annual Fieldtrips Aligned to the Mission for K-8
7. Service-, Mission-, and Achievement-Based Awards
8. Staff Off-Campus Outings and Bonding Experiences
9. Staff and Student Exchanges with Israel



STRATEGIC PRIORITIES:

2. DEVELOP A HIGH-PERFORMING, INVESTED, AND CARING STAFF TEAM WHO ARE DEDICATED TO THE WELLBEING OF OUR STUDENTS AND TO ONE ANOTHER.

CULTURE

We will positively differentiate and uplift our Agamim staff culture by:

1. Enabling candid and respectful dialogue within staff by soliciting input via surveys, sharing these results transparently, and creating safe space to discuss feedback
2. Demonstrating responsiveness to top staff concerns and desires (not limited to survey insights) by instilling a culture of active change and engagement in solutions at Agamim
3. Developing admin team to be developers themselves who support, encourage, and empower staff
4. Creating career development and growth opportunities for staff seeking more impact, both for Agamim and beyond
5. Identifying and striving to retain 80% of High Performing and Mission-Aligned Staff over rolling 3-year view (*those with leadership aspirations may aspire to roles outside Agamim)
6. Creating a formal recognition program for acknowledging staff excellence: intellectual, virtue, professional, leadership, community service



STRATEGIC PRIORITY:

1. INCREASE APPLICATION OF BOARD PROCESSES AND POLICIES TO ACHIEVE TRANSPARENT GOVERNANCE AND FACILITATE SUCCESSION AND ONBOARDING. RECRUIT MEMBERS WITH CRITICAL STRATEGIC PLANNING CROSS-OVER SKILLS IN LAW, FINANCE, CLASSICAL EDUCATION, AND EXECUTIVE PERSPECTIVE.

GOVERNANCE

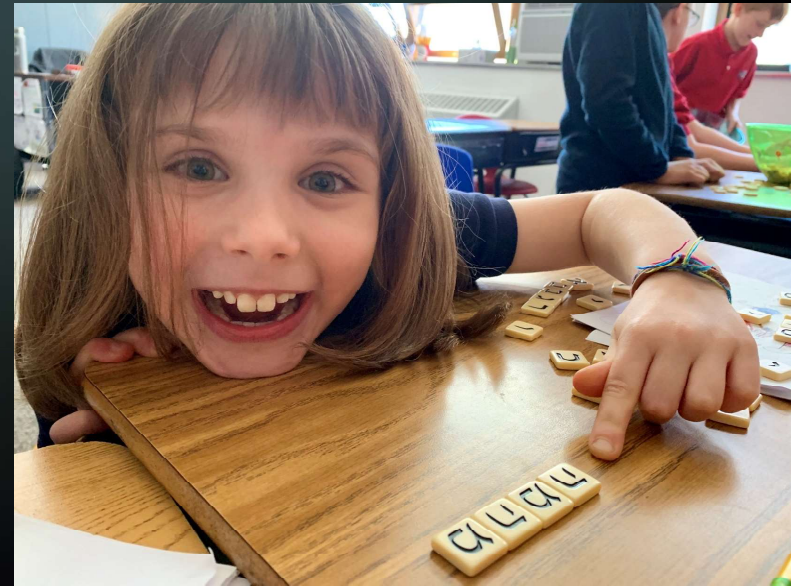
We will create an exemplary model of governance by:

1. Being well-trained in and demonstrating charter school governance and charter school advocacy
2. Working as trustees (not delegates of specific constituents) who perform a duty of care on behalf of the entire Academy
3. Creating and complying to policies, procedures, and measures of success that reflect Agamim's values, diverse community, and ensure objectivity in steering to goals
4. Leveraging personal and professional skills, insights, networks, and resources for the school's benefit
5. Striving to earn and sustain good-faith, trust, and empowering partnerships with each other, Agamim's Executive Director, the Authorizer, and across the entire Agamim community
6. Rigorously planning and cultivating stable and capable board function by onboarding new members, planning for succession/attrition/transition, recruiting to add needed skills, and maintaining enthusiastic willingness to work where needed and when called upon for the good of the school

Agamim Classical Academy

VISION:

STRENGTHENING THE HEART OF OUR
NATION, ONE WISE AND VIRTUOUS
SCHOLAR AT A TIME.



MISSION:

CULTIVATE WISE, GRATEFUL, AND
VIRTUOUS STUDENTS DEDICATED TO THE
PURSUIT OF TRUTH, BEAUTY, AND
GOODNESS FOR THEMSELVES AND FOR OUR
COUNTRY.

Agamim Classical Academy

5300 France Avenue S,

Edina, MN 55410

www.Agamim.org